**IT EMPLOYER CRITERIA APPEAL FOR THE JOBSEEKER**

v. 1.0

**done by Inna Panochyshyna**

**(group B18, Vinnytsia IT-Academy)**

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| **Task obtained:** | 07.02.2019 |  |  |
| **Pre-defence:** | 23.02.2019 | Teacher 1 |  |
| **Defence:** | 02.03.2019 | Teacher 2 |  |

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**1. System requirements**

**Operating system:** DOS or Windows.

**Hardware requirements:** user (programmer) requires

- processor: Pentium Processor;

- RAM: 640 Kb (min);

- Hard Disc: 1 Gb (min).

**2. About the rating system “IT employer criteria appeal for the jobseeker”**

Ukrainian IT industry is among the country’s fastest growing sectors and IT companies offer many opportunities and benefits for their employees. The demand for specialists in this sphere is constantly increasing, so if you are the IT specialist and you are looking for a job it's really important to carefully consider whether a prospective employer is the right choice for you.

The rating system “IT employer criteria appeal for the jobseeker” covers main of the key factors to consider when choosing an employer. Employer is estimated basing on the incoming information from jobseeker which is divided into three sections: Compensation, Professional Development and Benefits.

[Section “](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/section+name)Compensation” includes such assessment criteria as:

* Salary;
* Bonus system;
* Vacations and sick leaves.

Section “ProfessionalDevelopment” consists of assessment criteria:

* Project;
* Technology;
* Team;
* Competency development program;
* Foreign languages

[Section “](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/section+name)Benefits” contains assessment criteria:

* Place of work;
* Work schedule;
* Insurance;
* Food;
* Subscriptions to sports clubs;
* Office location;
* Parking;
* Corporate events.

There are 3 choices of answer for every assessment criteria, each of them means: high level, medium or neutral level, low or negative level of assessment criteria.

All the sections and the assessment criteria in this rating system have their own coefficients of importance that were determined by IT industry experts:

* Compensation – 40%;
* Professional Development – 40%;
* Benefits – 20%.

The score from the answer for each assessment criteria depends on coefficient of importance. Total employer rating can vary from 0 to 100 score.

The scale of score and levels of IT employer appeal:

|  |  |  |
| --- | --- | --- |
| № | [Total score](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/Total+score) | The level  of IT employer appeal |
| 1 | [80…100] | High |
| 2 | [40…80) | Medium |
| 3 | [0…40) | Low |

For every level of IT employer appeal there are tips for the jobseeker to make the right decision:

1. For high level: Accept the employer's offer if it is better than other current ones.
2. For medium level: Consider the employer's offer along with the offers of other employers, accept the offer if it is better than other current ones.
3. For low level: Ignore the employer's offer or accept it in case you need to acquire the necessary experience and develop the desired competencies.

Detailed information about rating system “IT employer criteria appeal for the jobseeker” included in Annex 1 to this document. We hope this rating system helps jobseekers make an informed decision and select the best employer for them.

**3. User guide**

1. Find and run It-employer\_appeal.exe file in the It-employer\_appeal folder.
2. In the It-employer\_appeal folder also must be two files:

* criteria.txt – with assessment criteria;
* recommend.txt with levels of IT employer appeal and tips for jobseeker.

1. If there are no such files in this folder, the program screen shows message for user: "The file (file’s name) is unavailable" and the program

finishes its work.

1. If there are such files in this folder, program screen shows below:

* the title of Program;
* message for user: "Enter the name of employer: ".

1. Enter the name of IT company you want to rate.
2. Program screen shows below:

* the [section name](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/section+name) (will be showed once for every section);
* the assessment criteria;
* choices of answer;
* message for user: "Make your choice: " with possible numbers of answer (Latin letters).

1. Enter the number of your answer (Latin letters). If you press incorrect number, the program asks to repeat this action.
2. The next steps are the same as in points f)-g).
3. When all the assessment criteria were shown and all the answer were chosen the program screen shows below:

* total score;
* level of IT employer appeal and tips for jobseeker.

1. The name of IT company and its total score will be written to employer.txt file.
2. Press any key to exit program.

**4. Programmer instruction**

The project was written on C.

Advantages of C:

**Portability:** C is one of the most used and portable to different platforms, almost any type of computer and operating system.

**Brevity: c**ode written in C is very short in comparison with other languages.

**Modular programming:** applications written on C can be made up of several source code files which are compiled separately and then linked together. This characteristic allows to link C code with the one written in other languages (for example, Assembler).

**Speed:** The resulting code from a C compilation is very efficient due to the reduced size of the language itself.

Project is a single c-unit which contains all necessary algorithms and functions.

Find and open the file IT-employer\_appeal.c in folder IT-employer\_appeal. For edition, debugging and compiling program code you may use C compilers such as MS Visual Studio, Visual C++, C++ Builder, Borland C++, Dev C++ and similar.

Main variables:

#define N 500 - fixed number for variable N which will be used for all arrays of char in this program;

struct scale - structure which contains scale of score and levels of appeal and consists of next internal variables:

* int high\_level – value of high level of score,
* int low\_level – value of low level of score,
* char appeal[N] – definition of IT-employer appeal;

char criteria[N] – array of char for text string which will be reading from criteria.txt file;

char recommend[N] – array of char for text string which will be reading from recommend.txt file;

char employer[N] – array of char to save the name of IT employer which will be written to employer.txt file;

char \*p – pointer to char;

char answer – variable for the number of answer;

double \*score – pointer to dynamic array of double to save the score for every choices of answer;

double result – variable for the total score;

int count – variable for the quantity of answers for every assessment criteria from criteria.txt file;

FILE \*f\_criteria – pointer to criteria.txt file;

FILE \*f\_recommend – pointer to recommend.txt file;

FILE \*f\_employer – pointer to employer.txt file.

Main functions:

int checkFile () – checks the available of file: if all is ok – returns 0, else – returns 1;

int checkDataCriteria () – checks the data in criteria.txt file (the quantity of choices of answer must correspond to the quantity of choices of score): if all is ok – returns 0, else – returns 1;

void inputNameOfEmployer () – prints the message for user "Enter the name of employer: " and scans the name of IT employer to array employer[N];

int countScore () – counts and returns the quantity of choices of score;

void findDouble () – finds in text string and writes to dynamic array score the choices of score;

char makeChoice () – prints the message for user "Make your choice: ", scans and checks the user’s answer, returns the number of answer;

void printfRecommend () – sets the value of scale, depending on the value of result reads from recommend.txt file and prints for user info about: level of IT employer appeal and tips for him.

**5. About author**

This project was done by Inna Panochyshyna – Vinnitsya IT-Academy student (group B18, March 2019).

Annex 1

**IT employer criteria appeal for the jobseeker**

**Assessment criteria**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **№** | **Criteria** | **Three choices for the answer** | [**Score**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/in+scores+on+the+Test) | [**Importance of**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/importance+of) **criteria** | [**Total score**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/Total+score) |
| **1** | **Compensation:** | | | **40** |  |
| 1.1 | Salary | Above average on the market | 1 | 25 | 25 |
| Corresponds to the average on the market | 0,5 | 12,5 |
| Below average on the market | 0 | 0 |
| 1.2 | Bonus system | Advanced | 1 | 10 | 10 |
| Weak | 0,5 | 5 |
| Lack of bonus system | 0 | 0 |
| 1.3 | Vacations and sick leaves | Paid in full | 1 | 5 | 5 |
| Paid partly | 0,5 | 2,5 |
| [Are not paid](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/are+not+paid) | 0 | 0 |
| **2** | **Professional Development:** | | | **40** |  |
| 2.1 | Project | Long-term projects, mainly for large foreign customers, transfers between projects, bench | 1 | 12 | 12 |
| Long-term project, the possibility of involvement in other projects | 0,5 | 6 |
| Short-term project, lack of possibility for involvement in other projects | 0 | 0 |
| 2.2 | Technology | The project uses “hot” technologies | 1 | 10 | 10 |
| The project uses common technologies | 0,5 | 5 |
| The project uses "outdated" technology | 0 | 0 |
| 2.3 | Team | Formed team, specialists with a high level of experience and competence | 1 | 8 | 8 |
| Formed team, specialists with different levels of experience and competence | 0,5 | 4 |
| The team is in the process of formation, there is no information about competence and experience of specialists | 0 | 0 |
| 2.4 | Competency development program | Programs and development plans, trainings, workshops, certification | 1 | 6 | 6 |
| Trainings, workshops | 0,5 | 3 |
| Not provided for | 0 | 0 |
| 2.5 | Foreign languages | Foreign languages classes and communication with native speakers | 1 | 4 | 4 |
| Foreign languages classes | 0,5 | 2 |
| Not provided for | 0 | 0 |
| **3** | **Benefits:** | |  | **20** |  |
| 3.1 | Place of work | At the choice of employee: remotely / in the office | 1 | 4 | 4 |
| In the office | 0,5 | 2 |
| Different offices / frequent business trips / work on the clients side | 0 | 0 |
| 3.2 | Work schedule | Flexible | 1 | 4 | 4 |
| Fixed | 0,5 | 2 |
| [Long](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/long) hours, overtime | 0 | 0 |
| 3.3 | Insurance | Advanced insurance program | 1 | 4 | 4 |
| Provided in some cases | 0,5 | 2 |
| Not provided for | 0 | 0 |
| 3.4 | Food | Free lunch, fruit and drink | 1 | 2 | 2 |
| Free fruit and drink | 0,5 | 1 |
| Not provided for | 0 | 0 |
| 3.5 | Subscriptions to sports clubs | Provided for | 1 | 2 | 2 |
| Provided in some cases | 0,5 | 1 |
| Not provided for | 0 | 0 |
| 3.6 | Office location | Close | 1 | 2 | 2 |
| Not far | 0,5 | 1 |
| Uncomfortable | 0 | 0 |
| 3.7 | [Parking](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/Parking) | Guaranteed | 1 | 1 | 1 |
| Possible in some cases | 0,5 | 0,5 |
| [There is no parking](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/There+is+no+parking) | 0 | 0 |
| 3.8 | Corporate events | Held regularly | 1 | 1 | 1 |
| Held rarely | 0,5 | 0,5 |
| Not held | 0 | 0 |
| **Total:** | | |  | **100** |  |

**The levels of appeal and tips for the jobseeker**

|  |  |  |  |
| --- | --- | --- | --- |
| **№** | [**Total score**](https://context.reverso.net/%D0%BF%D0%B5%D1%80%D0%B5%D0%B2%D0%BE%D0%B4/%D0%B0%D0%BD%D0%B3%D0%BB%D0%B8%D0%B9%D1%81%D0%BA%D0%B8%D0%B9-%D1%80%D1%83%D1%81%D1%81%D0%BA%D0%B8%D0%B9/Total+score) | **The level of IT employer appeal** | **Tips for the jobseeker** |
| 1 | [80…100] | High | Accept the employer's offer if it is better than other current ones. |
| 2 | [40…80) | Medium | Consider the employer's offer along with the offers of other employers, accept the offer if it is better than other current ones. |
| 3 | [0…40) | Low | Ignore the employer's offer or accept it in case you need to acquire the necessary experience and develop the desired competencies. |